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## A COMPARATIVE STUDY OF JOB SATISFACTION OF WORKING WOMEN OF GOVERNMENT AND PRIVATE SECTOR

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### **ABSTRACT**

**D**uring ancient times women have been adored and worshipped as goddesses. 'Men make houses and women make homes' is the traditional belief. The duties of woman were just limited to bring up the children, and caring every family member. Now the time has changed. Not all women work because they are compelled to do it. Some work because they want to do it. Some are doing job privately while other are engaged in government job. The job of women seems to be associated with certain factors like her age, nature of employment, experience, financial demands, qualification, training etc. The present research endeavour aimed to do comparative study of job satisfaction of working women of government and private sector. The sample of the study consisted of 100 working women from Churu district of Rajasthan state. Out of which 50 were working in private sector and other 50 were from government sector. Job Satisfaction Scale was used for collection of data. Mean, S.D. and t-test were used for the analysis of data. The results indicated that there is significant difference exists between job satisfaction of working women of private and government sector.

**KEYWORDS:** Working women, Government, Private, Job satisfaction, Family.

### **INTRODUCTION:**

Manu, the great scholar said "Where women are worshipped there the deities are pleased". During ancient times women have been adored and worshipped as goddesses. Several women occupied distinguished positions in society and played very important role in our history. Maitreyi, Gargi, Savitri are some of the unforgettable names which can neither wither nor become absolute. The women have been adored since time immemorial as virtues incarnates. Saraswati is

called the 'Goddess of learning'; Lakshmi, the Goddess of Wealth; Durga Kali, the Goddess of Power and Energy. The women were the centre and foundation of the social and cultural life of any family. Home was her sphere of activity. 'Men make houses and women make homes' is the traditional belief. The duties of woman were just limited to bring up the children, and caring every family member with her loving and amiable, characteristics which she naturally owes. It was the traditional belief that



man is for the field and woman for the home.

Today the women enjoy equality of status, equality of opportunity with men. She became financially independent and economically sound, she became the major decision maker, and she became the policy maker in various new fields. It can't be denied that present women have the ability to be qualified either educationally or practically to attain success in different branches and fields. Therefore, it is quite fair to get higher positions in their careers. Today there is no field where the women have not shown their worth.

Working women of middle or lower class have the work for economic reasons while those belonging to the higher class work to pass time. The women who work for financial reasons have to face many problems. They have to work in an office or organization, full-time. Often they are sniggered at; people make passes at her and criticize her work just because she is a woman. Besides all this, they, indeed, have to keep walking on a razors edge all the time. Her domestic life is also not smooth. She does not get any reprieve from household work because of her office job. She has to get up early in the morning to finish her household chores, get the children ready for school, prepare breakfast and lunch for her husband and school going children, clean the house before she is ready to go to office. The western concept of the husband helping in household chores has not taken root in our country yet. When she comes back in the evening she has to help her children with their studies, prepare dinner and try to look pleasant all the time in front of family members and guests. Nobody bothers to find out her requirement to be fulfilled.

The job of women seems to be associated with certain factors like her age, nature of employment, experience, financial demands, qualification, training etc. Not all women work because they are compelled to do it. Some work because they want to do it with their interest. In our society, irrespective of her employment status, still visualizes her as primary carriers of children and family members.

### JOB SATISFACTION

Job satisfaction is a variable matter. It is the attitude, which an employee feels regarding his job. It may be positive or negative. It is a mental condition of a person to any type of work. So, it totally depends on an individual's mind. In simple language, job satisfaction means level of contentment which an individual feels about his or her job or how content someone is with their job. It may be defined as the pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values.

Keith Davis stated as "Job satisfaction is a set of the favourable or unfavourable feelings with which employees view their work".

Locke defined as "Job satisfaction may be defined as a pleasurable positive emotional state resulting from the appraisal of one's job or job experiences. It results from the perception that one's job fulfils or allows the fulfilment of one's important job values providing and to the degree that these values are congruent with one's needs".

### REVIEW OF THE RELATED LITERATURE

Kapdia (2017) did a comparative study of job satisfaction among the working men in Vadodara Industrial Area and found that there was no significant difference between type of Age (35 to 45, 46 to 55, 56 up ) in relation to Job satisfaction. There was significant difference between type of salary (5000 to 10000 and 10,000 up) in relation to Job satisfaction. There was significant difference between category & type of age & type of salary in relation to job satisfaction. There was no significant difference between category, age, and type of salary in relation to job satisfaction.

Rahman et al. (2017) investigated the factors that affect job satisfaction of sales agents from Islamic (Hereafter; Takāful) and conventional insurance of Pakistan using Herzberg two-factor motivation theory. The outcomes regarding Herzberg two-factor theory were entirely distinctive between those two direct sales groups with the presence of moderating variable Shari'ah perception. Without moderating the effect of Shari'ah perception, family Takaful and conventional life insurance full-time direct sales agents demonstrated that hygiene factors and motivational factors were both more effective indicators of job satisfaction in Pakistani context.

Shiryayev & Kalva (2016) studied the level of job satisfaction and its relation with satisfaction of basic vital needs (according to Maslow's needs pyramid) in working women – single and married. It was shown that the need for communication is correlated neither with job satisfaction nor with civil status of women. The need for recognition was partially satisfied in both women's groups, even in the case of their satisfaction with job. In case of dissatisfaction with job both groups demonstrated dissatisfied need for recognition. The need for self-expression was satisfied partially or dissatisfied in both groups of working women.

Raziq & Maulabaksh (2015) analysed the impact of working environment on employee job satisfaction. The study employed a quantitative methodology. Data was collected through a self-administered survey questionnaire. The results indicated a positive relationship between working environment and employee job satisfaction.

Raj & Lalita (2013) investigated the present level of job satisfaction among the private and govt. school teachers and concluded that that there is no significant difference in the level of satisfaction of male and female teachers. Furthermore, it was again revealed that there was no significant difference in the level of satisfaction of Govt. and Private school teachers.

Hagos & Abrha (2015) studied factors affecting job satisfaction in Mekelle University Academic staff at Adi-Haqi campus. Employing a descriptive survey method and data were collected through questionnaire. The campus members were generally satisfied with their jobs. However, female faculty members were less satisfied than male faculty members. The factor achievement was the most motivating aspect for faculty.

Janning's (2006) studied the type of job and its relationship with partner's support. It was showed that couples with jobs comparable in level and type give more support to each other and couples that have more marital satisfaction give more support to their spouse in comparison to those with less satisfaction.

## OBJECTIVES

- (i) To study the job satisfaction of working women.
- (ii) To compare the job satisfaction of working women of private and government sector.

## HYPOTHESES

- (i) There is no significant difference exists between job satisfaction of working women of private and government sector.

## METHODOLOGY

### Sample

The sample of the study consisted of 100 working women that were selected randomly from Churu District in Rajasthan state. Out of 100 working women, 50 were women working in govt. sector and 50 were working in private sector.

### Tools Used

To collect the data for the present study, a standardized psychological tools was used.

### Job Satisfaction scale developed by Singh and Sharma

Job Satisfaction Scale (JSS) intends to assess the job satisfaction of any category of professional. This scale was prepared by Singh and Sharma from Patiala. The scale has both positive and negative statements. There are total 30 items.

### Procedure for Data Collection

The investigator, in order to arrive at meaningful generalizations selected the representative sample of 100 from the population under study i.e. Churu district of Rajasthan. The working women were approached personally. Informed consent was taken from them in order to seek their voluntary participation and only those women were included who agreed to take part in this study. Then, the investigator administered the selected tools for measuring job satisfaction of working women. The investigator approached the subjects and explained them the instructions provided in the manuals. The investigator after establishing rapport with the subjects administered the above mentioned tool. The responses to items of the tool were scored as per the method

recommended by the constructor of the test.

#### **Statistical Techniques Used**

The information/responses collected from the respondents were subjected to various statistical treatments. The data was analysed by using statistical techniques. Statistical techniques used for analyzing data were Mean, S.D. and t-test was used to study the significant difference in job satisfaction of working women on the basis of type of job i.e. govt. and private.

#### **ANALYSIS AND INTERPRETATION OF DATA**

##### **Objective 1- To study the job satisfaction of working women.**

**TABLE-1**

<b>S.No.</b>	<b>Range of z Scores</b>	<b>Grade</b>	<b>No. of Working Women</b>		<b>Level of job satisfaction</b>
			<b>Govt.</b>	<b>Private</b>	
1	+2.01 and above	A	2	00	Extremely Satisfied
2	+1.26 to +2.00	B	5	00	Highly Satisfied
3	+0.51 to +1.25	C	14	16	Above Average Satisfied
4	-0.50 to +0.50	D	25	14	Average/ Moderate Satisfied
5	-0.51 to -1.25	E	4	7	Dissatisfied
6	-1.26 to -2.00	F	00	10	Highly Dissatisfied
7	-2.01 & below	G	00	3	Extremely Dissatisfied

Table 1 shows that out of 50 working women working in Govt. sector, only 2 are extremely satisfied, 5 are highly satisfied, 14 are above average satisfied, 25 are average satisfied, 4 are dissatisfied while none is highly or extremely dissatisfied.

On the other hand, out of 50 working women working in Pvt. sector, none is extremely and highly satisfied, 16 are above average satisfied, 14 are average satisfied, 7 are dissatisfied, 10 are highly satisfied while 3 are extremely dissatisfied.

**Objective 2-** To compare the job satisfaction of working women of private and government sector.

**Hypothesis -** There is no significant difference exists between job satisfaction of working women of private and government sector.

To verify this hypothesis, t-test was applied and the comparison was done with respect to nature of job. The t-value for it is given in table-2.

**TABLE- 2**  
**Mean, Standard Deviation and t-value of Job Satisfaction of Working Women**

<b>Nature of Job</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>df</b>	<b>t-value</b>
Government	50	89	13.067	98	25.388*
Private	50	77.54	18.547		

\* significant

Table 2 indicates that t-value is significant. It means there is significant difference exists between job satisfaction of working women of private and government sector. So, our null hypothesis, which stated that there

is no significant difference exists between job satisfaction of working women of private and government sector stands rejected.

## RESULT

There is significant difference exists between job satisfaction of working women of private and government sector. It means that there is a difference in their level of job satisfaction.

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